**EXHIBIT 300**                                          **UII 014-000000024**

## Exhibit 300: Capital Asset Summary
### Part I: Summary Information And Justification (All Capital Assets)

**Section A: Overview & Summary Information**

**Date Investment First Submitted:** 2009-06-30
**Date of Last Change to Activities:** 2012-08-31
**Investment Auto Submission Date:** 2012-02-29
**Date of Last Investment Detail Update:** 2012-07-31
**Date of Last Exhibit 300A Update:** 2012-07-31
**Date of Last Revision:** 2012-08-31

**Agency:** 014 - Department of State        **Bureau:** 00 - Agency-Wide Activity

**Investment Part Code:** 01

**Investment Category:** 00 - Agency Investments

**1. Name of this Investment:** Integrated Personnel Management System (IPMS)

**2. Unique Investment Identifier (UII):** 014-000000024

**Section B: Investment Detail**

1.  **Provide a brief summary of the investment, including a brief description of the related benefit to the mission delivery and management support areas, and the primary beneficiary(ies) of the investment. Include an explanation of any dependencies between this investment and other investments.**

    The Integrated Personnel Management System (IPMS) is a multi-year, mixed-lifecycle program that provides superior human capital management in support of the Department of State's diplomatic mission.  IPMS is aligned with the State/USAID Strategic Plan and Joint Enterprise Architecture, and support the Secretary of State's Diplomacy 3.0 initiatives to improve the Department's capacity to execute the President's foreign policy agenda.  IPMS directly addresses goals in the Secretary's Quadrennial Diplomacy and Development Review (QDDR), in particular, the high priority performance goal of  HR Management of Building Civilian Capacity.   IPMS is comprised of four integrated components:  the Global Employment Management System (GEMS), the HR Knowledge Center (KC), the Post Personnel System (PS), and the Human Resources Online (HROnline) web portal. GEMS (PeopleSoft Federal HCM) support core HR personnel management for civil and foreign service employees.  PS manages/tracks all Locally Employed Staff (LE Staff) and American employees serving overseas under Chief of Mission authority.  KC is a HR reporting solution that utilizes a data warehouse and business intelligence toolset.  The HROnline web portal controls access to the IPMS self-service applications.  Together, all IPMS components reduce transaction-processing overhead, enhance enterprise-wide data sharing, improve data integrity and quality, and empower employees/managers with the ability to independently manage their personal information through online seamless workflow processes.   IPMS

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provides its primary beneficiaries with both transactional data and decision support information at the desktop anywhere in the world.  IPMS also supports mission delivery through data feeds and management reporting provided to all Department bureaus, OMB, OPM, U.S. Congress, and USAID and other Foreign Affairs agencies (e.g., Enterprise Data Warehouse, Capital Security Cost Sharing, Rightsizing, etc.).  Dependencies with other investments include data sharing with:  Global Foreign Affairs Compensation System (GFACS) for employee and payroll data; Integrated Logistics Management System (ILMS) for employee (traveler) data; Electronic Medical Record (EMR) for employee/dependent data and medical clearance data; Joint Financial Management System for salary and other financial data; FSI Corporate Systems (STMS) for employee and training data; and, Web.ICASS for employee position data.

2.  **How does this investment close in part or in whole any identified performance gap in support of the mission delivery and management support areas?  Include an assessment of the program impact if this investment isn't fully funded.**

 Major initiatives for BY14 will focus on enhancing IPMS Self-Service functionality for employees, applicants, and LE Staff.  Development activities will include:  1) Finalize the migration of Post Personnel from a distributed solution installed at 175 posts worldwide to a centralized architecture that eliminates installation of upgrades, troubleshooting client-based application issues, etc.; 2) Enable synchronization of data and personnel action processing between domestic and overseas platforms that manage DoS American direct-hires, Locally Employed Staff (LE Staff), and other agency staff under Chief of Mission authority; 3) Develop an HR-Payroll integration with Global Foreign Affairs Compensation System (GFACS) for both American Direct Hire employees and Locally Employed Staff (LE Staff); 4) Enhance the Permanent Change of Station Travel process, adding travel cost element analysis tools; 5) Continue to expand the Executive Agency Personnel Support (EAPS) system to enable HR Self-Service functionality for LE Staff; and, 6) Modernize middle tier data services to improve intra-system performance and facilitate improved information sharing throughout the Department.  Less than full funding would result in overall IPMS replanning based upon then current priorities.

3.  **Provide a list of this investment's accomplishments in the prior year (PY), including projects or useful components/project segments completed, new functionality added, or operational efficiency achieved.**

 Implementation of the following: GEMS Electronic Awards Module, Automated Classification and Recruitment Solution (ACRS), Comp Link Connect (CLC) for tracking LE Staff wage and benefit costs, Performance Management Dashboards, Civilian Response Corps (CRC) for managing all CRC personnel information, Post Position Management (PPM) for generating more accurate Capital Security Cost Sharing (CSCS) invoices, HR Customer Connection (HRCC) a case management system for customer inquiries, OPM eOPF EHRI, Key FSBid Enhancements, GEMS ePerformance Enhancements, enhanced IPMS Change Management.

4.  **Provide a list of planned accomplishments for current year (CY) and budget year (BY).**

 Planned Accomplishments for Current Year: IPMS Operations & Maintenance - FY 2012 PERMANENT CHANGE OF STATION TRAVEL Redesign - Travel Voucher PERMANENT

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CHANGE OF STATION TRAVEL Redesign - Foreign Service Assignment Bidding GEMS/PS Globalization - New Hire Process Automation GEMS/PS Globalization - Post Personnel Centralization Department Global Person Identifier & ICAM Support Executive Agency Personnel Support Suite - Locally Employed Staff Application Expansion  Planned Accomplishments for Budget Year: IPMS Operations & Maintenance - FY 2013 PERMANENT CHANGE OF STATION TRAVEL Redesign - Travel Voucher PERMANENT CHANGE OF STATION TRAVEL Redesign - Foreign Service Assignment Bidding PERMANENT CHANGE OF STATION TRAVEL Redesign - Business Intelligence GEMS/PS Globalization - New Hire Process Automation GEMS/PS Globalization - Post Personnel Centralization GEMS/PS Globalization - Post Personnel Integration GEMS/PS Globalization - American Direct Hire Payroll Integration Department Global Person Identifier & ICAM Support Executive Agency Personnel Support Suite - Locally Employed Staff Application Expansion.

5.  **Provide the date of the Charter establishing the required Integrated Program Team (IPT) for this investment.  An IPT must always include, but is not limited to: a qualified fully-dedicated IT program manager, a contract specialist, an information technology specialist, a security specialist and a business process owner before OMB will approve this program investment budget. IT Program Manager, Business Process Owner and Contract Specialist must be Government Employees.**

2011-12-31

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**Section C: Summary of Funding (Budget Authority for Capital Assets)**

**1.**

| Table I.C.1 Summary of Funding | | | | |
|---|---|---|---|---|
| | PY-1 & Prior | PY 2011 | CY 2012 | BY 2013 |
| Planning Costs: | $5.5 | $1.1 | $1.3 | $1.2 |
| DME (Excluding Planning) Costs: | $24.1 | $4.5 | $5.4 | $5.0 |
| DME (Including Planning) Govt. FTEs: | $1.8 | $1.8 | $1.8 | $1.9 |
| Sub-Total DME (Including Govt. FTE): | $31.4 | $7.4 | $8.5 | $8.1 |
| O & M Costs: | $104.2 | $19.7 | $20.3 | $21.0 |
| O & M Govt. FTEs: | $12.1 | $3.7 | $3.7 | $3.7 |
| Sub-Total O & M Costs (Including Govt. FTE): | $116.3 | $23.4 | $24.0 | $24.7 |
| Total Cost (Including Govt. FTE): | $147.7 | $30.8 | $32.5 | $32.8 |
| Total Govt. FTE costs: | $13.9 | $5.5 | $5.5 | $5.6 |
| # of FTE rep by costs: | 130 | 46 | 46 | 46 |

| | | | | |
|---|---|---|---|---|
| Total change from prior year final President's Budget ($) | | $0.0 | $0.0 | |
| Total change from prior year final President's Budget (%) | | 0.00% | 0.00% | |

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**2. If the funding levels have changed from the FY 2012 President's Budget request for PY or CY, briefly explain those changes:**

DME for BY were reduced from $8,650K to $6,410K.

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**Section D: Acquisition/Contract Strategy (All Capital Assets)**

| | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Table I.D.1 Contracts and Acquisition Strategy** | | | | | | | | | | | |
| Contract Type | EVM Required | Contracting Agency ID | Procurement Instrument Identifier (PIID) | Indefinite Delivery Vehicle (IDV) Reference ID | IDV Agency ID | Solicitation ID | Ultimate Contract Value ($M) | Type | PBSA ? | Effective Date | Actual or Expected End Date |
| | NONE | | | | | | | | | | |

**2. If earned value is not required or will not be a contract requirement for any of the contracts or task orders above, explain why:**
NA

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# Exhibit 300B: Performance Measurement Report

## Section A: General Information

**Date of Last Change to Activities:** 2012-08-31

## Section B: Project Execution Data

| Table II.B.1 Projects | | | | | |
|---|---|---|---|---|---|
| Project ID | Project Name | Project Description | Project Start Date | Project Completion Date | Project Lifecycle Cost ($M) |
| 38 | IPMS Enterprise Services Infrastructure Enhancement | This initiative makes essential hardware enhancements to the IPMS infrastructure to enable virtualization and disaster recovery. | | | |
| 39 | Permanent Change of Station Travel Redesign - Travel Voucher | Creates travel vouchers using PCS Travel information and allows employees to update as needed.  Interfaces with RM systems for financial information. | | | |
| 40 | Permanent Change of Station Travel Redesign - Foreign Service Assignment Bidding | Reengineers the FS Bidding business process to further automate the support of Foreign Service employees bidding for upcoming positions. | | | |
| 51 | Integrated Worldwide Personnel / Payroll - Overseas Personnel Centralization | Migrates Post Personnel from a distributed solution installed at 175 posts worldwide to a centralized architecture.  Will continue to make available a low-bandwidth version of Post Personnel to meet the needs of posts requiring it. | | | |
| 53 | GEMS/PS Globalization - Locally | Enables HR-Payroll integration | | | |

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| | | | | | | Table II.B.1 Projects | | | | | | |
|---|---|---|---|---|---|
| Project ID | Project Name | Project Description | Project Start Date | Project Completion Date | Project Lifecycle Cost ($M) |
| | Employed Staff Payroll Integration | for locally employed staff with the Global Foreign Affairs Compensation System (GFACS). | | | |
| 58 | IPMS Operations & Maintenance - FY 2013 | Overall IPMS O&M Support. | | | |
| 50 | GEMS/PS Globalization - Post Personnel Integration | Enables synchronization of data and personnel action processing between GEMS and Post Personnel. | | | |
| 44 | IPMS Alternatives & HRLoB SSC Analysis | An OMB A-11 mandated Benefit-Cost Analysis to include three viable alternatives, in addition to the status quo. | | | |
| 49 | New Hire Process Automation | Creates a comprehensive Entrance On Duty system that streamlines the new hire process and enables the completion of multiple paper forms via an easy to use web-based interface. | | | |
| 56 | Executive Agency Personnel Support Suite - Locally Employed Staff Application Expansion | Enables increased access to information by Locally Employed (LE) staff.  Adds additional LE applications including the Post Online Recruitment Tool (PORT). | | | |
| 57 | IPMS Operations & Maintenance - FY 2012 | Overall IPMS O&M Support. | | | |
| 65 | IPMS Enterprise Arch - ESOC West Infrastructure | This initiative procures and implements IPMS hardware necessary for the Department's backup and disaster recovery site. | | | |

| | | | Activity Summary | | | | | |
|---|---|---|---|---|---|---|---|---|
| | | | Roll-up of Information Provided in Lowest Level Child Activities | | | | | |
| Project ID | Name | Total Cost of Project Activities ($M) | End Point Schedule Variance (in days) | End Point Schedule Variance (%) | Cost Variance ($M ) | Cost Variance (%) | Total Planned Cost ($M) | Count of Activities |

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**Activity Summary**

Roll-up of Information Provided in Lowest Level Child Activities

| Project ID | Name | Total Cost of Project Activities ($M) | End Point Schedule Variance (in days) | End Point Schedule Variance (%) | Cost Variance ($M ) | Cost Variance (%) | Total Planned Cost ($M) | Count of Activities |
|---|---|---|---|---|---|---|---|---|
| 38 | IPMS Enterprise Services Infrastructure Enhancement | | | | | | | |
| 39 | Permanent Change of Station Travel Redesign - Travel Voucher | | | | | | | |
| 40 | Permanent Change of Station Travel Redesign - Foreign Service Assignment Bidding | | | | | | | |
| 51 | Integrated Worldwide Personnel / Payroll - Overseas Personnel Centralization | | | | | | | |
| 53 | GEMS/PS Globalization - Locally Employed Staff Payroll Integration | | | | | | | |
| 58 | IPMS Operations & Maintenance - FY 2013 | | | | | | | |
| 50 | GEMS/PS Globalization - Post Personnel Integration | | | | | | | |
| 44 | IPMS Alternatives & HRLoB SSC Analysis | | | | | | | |
| 49 | New Hire Process Automation | | | | | | | |
| 56 | Executive Agency Personnel Support Suite - Locally Employed Staff Application Expansion | | | | | | | |

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| Activity Summary | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| Roll-up of Information Provided in Lowest Level Child Activities | | | | | | | | |
| Project ID | Name | Total Cost of Project Activities ($M) | End Point Schedule Variance (in days) | End Point Schedule Variance (%) | Cost Variance ($M ) | Cost Variance (%) | Total Planned Cost ($M) | Count of Activities |
| 57 | IPMS Operations & Maintenance - FY 2012 | | | | | | | |
| 65 | IPMS Enterprise Arch - ESOC West Infrastructure | | | | | | | |

| Key Deliverables | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| Project Name | Activity Name | Description | Planned Completion Date | Projected Completion Date | Actual Completion Date | Duration (in days) | Schedule Variance (in days ) | Schedule Variance (%) |
| 40 | FY11 Govt FTE Cost | | 2011-09-29 | 2011-09-30 | | 363 | -337 | -92.84% |
| 44 | FY11 Labor Cost | | 2011-09-29 | 2011-09-29 | 2011-09-30 | 271 | -1 | -0.37% |
| 38 | FY11 Labor Cost | | 2011-09-29 | 2011-09-30 | 2011-09-30 | 363 | -1 | -0.28% |
| 38 | FY11 Hardware Cost | | 2011-09-29 | 2011-09-30 | 2011-09-30 | 363 | -1 | -0.28% |
| 39 | FY11 Labor Cost | | 2011-09-29 | 2011-09-30 | | 363 | -337 | -92.84% |
| 38 | FY11 Labor Cost | | 2011-09-29 | 2011-09-30 | 2011-09-30 | 363 | -1 | -0.28% |
| 56 | FY11 Labor Cost | | 2011-09-29 | 2011-09-29 | | 363 | -337 | -92.84% |
| 44 | FY11 Labor Cost | | 2011-09-29 | 2011-09-29 | 2011-09-30 | 271 | -1 | -0.37% |
| 39 | FY11 Labor Cost | | 2011-09-29 | 2011-09-30 | | 363 | -337 | -92.84% |
| 51 | FY11 Labor Cost | | 2011-09-29 | 2011-09-29 | | 302 | -337 | -111.59% |
| 38 | FY11 Software Cost | | 2011-09-29 | 2011-09-30 | 2011-09-30 | 363 | -1 | -0.28% |
| 51 | FY11 Govt FTE Cost | | 2011-09-29 | 2011-09-29 | | 302 | -337 | -111.59% |
| 49 | FY11 Govt FTE Cost | | 2011-09-29 | 2011-09-30 | | 363 | -337 | -92.84% |
| 38 | FY11 Labor Cost | | 2011-09-29 | 2011-09-30 | 2011-09-30 | 363 | -1 | -0.28% |
| 49 | FY11 Labor Cost | | 2011-09-29 | 2011-09-30 | | 363 | -337 | -92.84% |
| 39 | FY11 Labor Cost | | 2011-09-29 | 2011-09-30 | | 363 | -337 | -92.84% |
| 40 | FY11 Labor Cost | | 2011-09-29 | 2011-09-30 | | 363 | -337 | -92.84% |
| 39 | FY11 Govt FTE Cost | | 2011-09-29 | 2011-09-30 | | 363 | -337 | -92.84% |
| 56 | FY11 Govt FTE Cost | | 2011-09-29 | 2011-09-29 | | 363 | -337 | -92.84% |

**EXHIBIT 300**                                                                                              **UII 014-000000024**

| | Key Deliverables | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| Project Name | Activity Name | Description | Planned Completion Date | Projected Completion Date | Actual Completion Date | Duration (in days) | Schedule Variance (in days ) | Schedule Variance (%) |
| 40 | FY11 Labor Cost | | 2011-09-29 | 2011-09-30 | | 363 | -337 | -92.84% |
| 44 | FY11 Govt FTE Cost | | 2011-09-29 | 2011-09-29 | 2011-09-30 | 271 | -1 | -0.37% |
| 38 | FY11 Govt FTE Cost | | 2011-09-29 | 2011-09-30 | 2011-09-30 | 363 | -1 | -0.28% |
| 56 | FY11 Labor Cost | | 2011-09-29 | 2011-09-29 | | 363 | -337 | -92.84% |
| 39 | FY11 Labor Cost | | 2011-09-29 | 2011-09-30 | | 363 | -337 | -92.84% |
| 44 | FY12 Govt FTE Cost | | 2011-12-30 | 2011-12-31 | 2011-12-31 | 90 | -1 | -1.11% |
| 44 | FY12 Labor Cost | | 2011-12-30 | 2011-12-31 | 2011-12-31 | 90 | -1 | -1.11% |
| 44 | FY12 Labor Cost | | 2011-12-30 | 2011-12-31 | 2011-12-31 | 90 | -1 | -1.11% |
| 56 | FY12 Govt FTE Cost | | 2012-09-29 | 2012-09-29 | | 364 | 0 | 0.00% |
| 39 | FY12 Labor Cost | | 2012-09-29 | 2012-09-29 | | 364 | 0 | 0.00% |
| 40 | FY12 Labor Cost | | 2012-09-29 | 2012-09-29 | | 364 | 0 | 0.00% |
| 56 | FY12 Labor Cost | | 2012-09-29 | 2012-09-29 | | 364 | 0 | 0.00% |
| 40 | FY12 Labor Cost | | 2012-09-29 | 2012-09-29 | | 364 | 0 | 0.00% |
| 39 | FY12 Labor Cost | | 2012-09-29 | 2012-09-29 | | 364 | 0 | 0.00% |
| 51 | FY12 Labor Cost | | 2012-09-29 | 2012-09-29 | | 364 | 0 | 0.00% |
| 38 | FY12 Labor Cost | | 2012-09-29 | 2012-01-31 | 2012-01-31 | 364 | 242 | 66.48% |
| 56 | FY12 Labor Cost | | 2012-09-29 | 2012-09-29 | | 364 | 0 | 0.00% |
| 56 | FY12 Labor Cost | | 2012-09-29 | 2012-09-29 | | 364 | 0 | 0.00% |
| 39 | FY12 Labor Cost | | 2012-09-29 | 2012-09-29 | | 364 | 0 | 0.00% |
| 65 | FY12 Govt FTE Cost | | 2012-09-29 | 2012-09-30 | | 364 | -1 | -0.27% |
| 40 | FY12 Labor Cost | | 2012-09-29 | 2012-09-29 | | 364 | 0 | 0.00% |
| 51 | FY12 Govt FTE Cost | | 2012-09-29 | 2012-09-29 | | 364 | 0 | 0.00% |
| 65 | FY12 Labor Cost | | 2012-09-29 | 2012-09-30 | | 364 | -1 | -0.27% |
| 51 | FY12 Labor Cost | | 2012-09-29 | 2012-09-29 | | 364 | 0 | 0.00% |
| 49 | FY12 Govt FTE Cost | | 2012-09-29 | 2012-09-30 | | 364 | -1 | -0.27% |
| 39 | FY12 Labor Cost | | 2012-09-29 | 2012-09-30 | | 364 | -1 | -0.27% |
| 40 | FY12 Labor Cost | | 2012-09-29 | 2012-09-29 | | 364 | 0 | 0.00% |
| 51 | FY12 Hardware Cost | | 2012-09-29 | 2012-09-29 | | 364 | 0 | 0.00% |

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| | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Key Deliverables** | | | | | | | | |
| **Project Name** | **Activity Name** | **Description** | **Planned Completion Date** | **Projected Completion Date** | **Actual Completion Date** | **Duration (in days)** | **Schedule Variance (in days )** | **Schedule Variance (%)** |
| 38 | FY12 Govt FTE Cost | | 2012-09-29 | 2012-01-31 | 2012-01-31 | 364 | 242 | 66.48% |
| 49 | FY12 Labor Cost | | 2012-09-29 | 2012-09-30 | | 364 | -1 | -0.27% |
| 40 | FY12 Govt FTE Cost | | 2012-09-29 | 2012-09-29 | | 364 | 0 | 0.00% |
| 51 | FY12 Labor Cost | | 2012-09-29 | 2012-09-29 | | 364 | 0 | 0.00% |
| 38 | FY12 Labor Cost | | 2012-09-29 | 2012-01-31 | 2012-01-31 | 364 | 242 | 66.48% |
| 39 | FY12 Govt FTE Cost | | 2012-09-29 | 2012-09-29 | | 364 | 0 | 0.00% |

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**Section C: Operational Data**

| Table II.C.1 Performance Metrics | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| Metric Description | Unit of Measure | FEA Performance Measurement Category Mapping | Measurement Condition | Baseline | Target for PY | Actual for PY | Target for CY | Reporting Frequency |
| Number of Employee Self-service functions available under IPMS | functions | Technology - Reliability and Availability | Over target | 17.000000 | 18.000000 | 18.000000 | 19.000000 | Semi-Annual |
| Number of HRM services under the IPMS program | services | Customer Results - Service Accessibility | Over target | 78.000000 | 79.000000 | 79.000000 | 81.000000 | Semi-Annual |
| Number of Manager Self-service functions available under IPMS | functions | Customer Results - Service Accessibility | Over target | 12.000000 | 13.000000 | 13.000000 | 14.000000 | Semi-Annual |
| Percentage of automated travel vouchers submitted | percent | Process and Activities - Productivity | Over target | 0.000000 | 0.000000 | 0.000000 | 5.000000 | Semi-Annual |
| Percentage of Foreign Service Employee Evaluation Reports (EERs) submitted on time | percent | Mission and Business Results - Management of Government Resources | Over target | 37.500000 | 40.000000 | 62.900000 | 65.000000 | Semi-Annual |
| Percentage of employees satisfied with the increased access to information and direct management of their personnel data (via survey). | percent | Customer Results - Customer Benefit | Over target | 75.000000 | 80.000000 | 82.700000 | 80.000000 | Semi-Annual |
| Percentage of IPMS uptime (scheduled) | percent | Technology - Reliability and Availability | Over target | 99.500000 | 99.500000 | 99.500000 | 99.500000 | Monthly |